



Plan International UK

THE EXPLOITATION OF ADOLESCENT GIRLS AND YOUNG WOMEN IN MODERN SLAVERY:

EVIDENCE FOR ACTION

Introduction

The Call to Action to End Forced Labour, Modern Slavery and Human Trafficking, launched at the 72nd meeting of the UN General Assembly, urges countries to publish national strategies to end modern slavery and calls for international cooperation “to reduce the drivers of forced labour ... and to protect the most vulnerable”.

Of the 40-45 million people affected by forced labour and forced marriage globally, 71 per cent are women and girls¹. In 2016, an estimated four million adults and one million children were sexually exploited for commercial gain; of these, 99 per cent were identified as female². Age- and gender-sensitive responses are needed to address the disproportionate impact of modern slavery on adolescent girls and young women, but the evidence base in this area remains limited.

In September 2017 Plan International UK commissioned new research aimed at improving understanding of the exploitation of adolescent girls and young women, looking at patterns and distribution, risk factors and the care needs of survivors. The research will be undertaken in partnership with the International Organisation for Migration, drawing upon IOM data from Uganda, Nepal and Nigeria³.

SDG 8.7

Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms.

This briefing offers a wider overview of these three countries, followed by an early look at the available IOM data from each, and some first findings. It highlights poverty, discrimination, gender-based violence and family pressures as drivers that push women and girls to seek opportunities away from home. It emphasises challenges for women and girls, who frequently lack autonomy to decide on the type of work they will undertake, their destination, contract or mode of travel, and therefore rely on recruiters and employers, leaving them vulnerable to exploitation. It describes the stigma and health challenges that women and girls who have been exploited can face, and the current limitations to services for them. It raises concerns about an over-emphasis on prosecution and calls for action across the four pillars of prevention, protection, prosecution and partnerships.

Finally, on the first anniversary of the Call to Action, our briefing urges countries to

- **publish national strategies on modern slavery;**
- **involve women and girls who are survivors of modern slavery or are vulnerable to it in the development and implementation of these strategies;**
- **Foster age- and gender- sensitive approaches, and;**
- **Invest in and build the capacity of civil society organisations to prevent and respond to the exploitation of adolescent girls and young women.**

Country overview: Uganda

Uganda is ranked 162 out of 189 countries on the Human Development Index. 35% of the population (34.6 million people) are adolescents, one in ten children between 6 and 12 years old has never been to school, and almost 9 million young Ugandans (aged 15 to 24) are not in education, employment or training. Reports from the Ugandan government and the International Labour Organisation confirm that youth are disproportionately affected by underemployment and informal employment and represent high numbers of working poor⁴.

Uganda is a source, transit and destination country for trafficking including forced labour and sex trafficking. There is a dearth of literature on the experience of trafficked adolescents in Uganda, but in general trafficking is a major concern, with vulnerable children at higher risk^{5,6}. Children as young as 7 have been exploited in industries including

1 IN 10

**children between 6 and 12 years
old has never been to school**

agriculture, street vending, begging, bars and restaurants, and domestic service. Both boys and girls have also been exploited in prostitution with recruiters targeting girls and women aged 13-24 for domestic sex trafficking, particularly near sports tournaments and road construction projects. Young women are also known to be the most vulnerable to transnational trafficking, usually through seeking employment as domestic workers in the Middle East and elsewhere, and instead being fraudulently exploited for forced prostitution⁷.

**Asha* telling her
story to Plan
International
staff members**

Photo: Plan
International



Policy environment

Uganda is increasing efforts towards investigating, prosecuting and achieving convictions in cases of trafficking in persons⁸. The government has elevated the Coordination Office to Combat Trafficking in Persons (COCTIP) to an official department with a small permanent budget, enabling it to improve anti-trafficking efforts. Insufficient funding has meant, however, that the government continues to miss minimum standards in several areas, particularly victim protection. Moreover, Uganda has not yet institutionalised anti-trafficking training of law enforcement and front-line officials, and while the elevation of COCTIP has been valuable, Uganda remains without an official lead agency that is authorised to manage, fund and drive efforts and ensure effective country-wide measures to combat trafficking.

In 2009 Uganda enacted the Prevention of Trafficking in Persons Act, providing for prohibition of trafficking in persons, prosecution and punishment of offenders, and the prevention and protection of victims. In 2016 Uganda instituted a ban on Ugandans travelling abroad for domestic work owing to reports of abuse. This is sometimes circumvented by licensed and unlicensed agencies who send people through Kenya and Tanzania⁹. The government also provides oversight of recruitment agencies requiring that they are registered and vetted and maintain a minimum bank deposit to ensure financial resources to repatriate workers if they become victims of trafficking. It has also worked with recruitment agencies to ensure that Ugandan embassies in destination countries are aware of citizens working there. Uganda has however made limited efforts to close unlicensed recruitment agencies or suspend the licences of those suspected of facilitating human trafficking.

Bar work and sexual and economic exploitation: a case study from Uganda

Plan International Uganda is working with adolescent girls and young women who have been trafficked by brokers to urban areas to work in bars, restaurants and lodges. Often from the most rural areas and the most vulnerable and impoverished families, they are at risk of both economic and sexual exploitation, with some reporting that they have been coerced into sex with their boss or customers. With support from Plan International, these adolescent girls and young women are calling for an inquiry into sexual exploitation of girls in the workplace, including the barriers to reporting and taking action.

The International Organisation for Migration data

This table documents the situation of young Ugandan trafficking survivors as reported to the IOM by 65 adolescent girls (younger than 18 years old) and 39 young women (between 18 and 25).

Destination	The Ugandan adolescent girls were trafficked mainly within Uganda (88%), followed by Kenya and Malaysia (4%) and Thailand (1%). Among the young women, the majority were exploited in Malaysia (69%), followed by Thailand (13%), Denmark (5%) and one each in Iraq, Turkey and Uganda (3%).
Exploitation	Most adolescent girls reported forced labour as the outcome of their trafficking (86%) while fewer young women (10%) experienced this type of exploitation. On the other hand, more than two in five young women (44%) reported sexual exploitation. Only a minority of adolescent girls (2%) reported both forced labour and sexual exploitation. There were no cases of forced marriage.
Duration of trafficking experience	The duration of the trafficking process was reported for 59 of the adolescents with an average of 22 days (min=8, max=68) and for 24 of the young women with an average of 12 days (min=0, max=69).
Economic Status	For the adolescent girls, 1 was from a poor family and 58 did not know (6 missing data). For the young women 13 were from poor families, 6 very poor and 2 standard and 1 did not know (17 missing data).
Age	Of the adolescents 90% were unaccompanied minors during trafficking. The reported age ranges at entry into the trafficking process were 0-8 (30%), 9-11 (12%), 12-14 (13%), 15-17 (3%), 18-20 (4%), 21-23 (12%) and 24-26 (7%). The majority of adolescent girls were very young, with more than half (55%) having entered the trafficking process when they were 14 or younger. They were mostly trafficked internally for forced labour.
Violence and Abuse	29% of adolescent girls experienced physical violence, 28% psychological abuse and 19% threats. 8% of young women and 2% of adolescents experienced sexual abuse. Young women were also more affected by threats and restrictions on freedom of movement (8% versus 2% of adolescent girls), whereas deception disproportionately affected adolescent girls (45% versus 10%). 2.6% of young women reported receiving drugs and 8% alcohol, whereas none of the adolescents did so. Medical assistance was denied to 5% of young women and 2% of adolescent girls. 8% of young women and 2% of adolescent girls had food or drink denied. Adolescent girls and young women had wages withheld (14% and 15% respectively). 8% of young women had travel documents withheld. 13% of young women and 3% of adolescent girls were debt bonded. 10% of youth reported excessive working hours.
Recruitment	Of the adolescents 78% were recruited into the trafficking process. Of the young women 31% were recruited into the trafficking process. For the adolescents that were recruited, 1 described their recruiter as a friend, 1 as a stranger and 30 as family members (33 other, not known and missing data). For the young women, 2 described their recruiter as an acquaintance, 3 as a friend, 2 as a stranger, 1 as a business contact and 1 as a family member (30 other, not known and missing data).

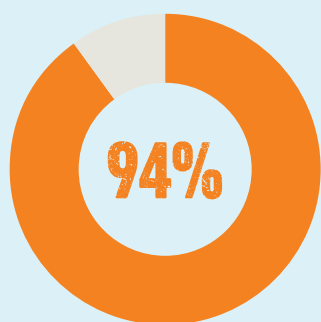
Country overview: Nepal

Nepal is ranked 149 out of 189 countries on the Human Development Index. For rural Nepalese, labour migration is an important strategy for improving livelihoods¹⁰, buying land, paying debts, accessing education and health care or building a place to live. Exploitation akin to modern slavery and human trafficking are pervasive both inside the country and for Nepalese workers overseas.

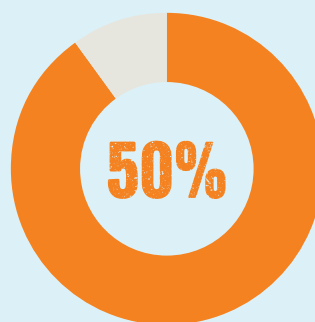
Girls are often more vulnerable than others to sexual exploitation across all low-skill sectors, heightened by the demand for girls within the entertainment and sex industries¹¹. The Nepal National Human Rights Commission (NHRC) also estimates that 1,000 female migrants, many suspected to be adolescent girls, are trafficked abroad for marriage every year¹².

Gender norms in Nepal construe female migration as a threat to family honour and social cohesion, and girls who have been exploited can face intense stigmatisation and ostracisation upon their return leaving them further vulnerable to exploitative work. Research suggests that women often keep their trafficking experience secret to avoid being stigmatised and blamed by family and community members^{13,14}.

The Women and Children's Service Directorate (part of the Nepalese Police) reported 366 cases of trafficking from 2013-2015, of which 94% were female and half were under 18. NHRC reported 212 cases of trafficking affecting 352 victims in 2016 alone. Four in ten victims were children and more than 95% were females.



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Policy environment

The Nepalese government is striving to comply with international targets on modern-slavery and human trafficking. It has made a number of exploitative practices criminal offences, and signed bilateral agreements with major destination countries, including Bahrain, Qatar, the United Arab Emirates (UAE), South Korea and Japan. Nepal has

also developed a 10-year action plan for prevention and response efforts and has introduced new Nepal Police Women and Children's Service Centres in every district, as well as procedural guidelines on maintaining the privacy of survivors. It has doubled the budget for assisting female victims of violence, including trafficking survivors¹⁵ and

has made progress in creating decent work opportunities for adolescent girls¹⁶, although more needs to be done.

In the 1980s and 90s, the Nepalese Government placed restrictions on female mobility, as a protective measure following high levels of trafficking. Research shows

that the ban has not deterred women or girls from migrating, but has pushed them into risky and illegal migration, while simultaneously excluding them from labour migration estimates^{17,18,19,20}. Poverty alleviation strategies have had limited success and migration continues to be attractive for many young women.

The International Organisation for Migration data

This table reports the situation of young Nepalese trafficking survivors as reported to the IOM by 17 young women (between 21 and 25).

Destination	The young women's international destinations were Lebanon (59%), Kenya (12%) and Iraq (6%). Almost one in four (24%) were internally trafficked. Exploitation of Nepalese women for domestic work is common in the Gulf, where they are frequently employed to perform household tasks, including cleaning, cooking and caring for children and the elderly ²¹ .
Exploitation	65% of our sample reported forced labour and 12% other types of exploitation (24% missing data). None reported sexual exploitation or forced marriage, although sexual exploitation of women and children is prevalent in Nepal ²² .
Duration of trafficking experience	The duration of trafficking experience ranged between 3 months to almost 8 years, with the mean duration of 4 years and 3 months (24% missing data). Census data indicates that internal migration tends to be permanent whereas international migration of Nepalese citizens is more likely to be temporary ²³ .
Economic Status	The majority (71%) reported their family economic status as poor and 6% as very poor (24% missing data). In Nepal, international migration attracts women with more resources whereas poorer women more commonly migrate internally.
Age	59% of our sample entered the trafficking situation after 18 years of age, and 18% between 15 and 17 (24% missing data).
Violence and Abuse	Women experienced different types of abuse and violence during trafficking. 35% experienced physical violence, 41% psychological abuse, 29% threats to self, 18% threats of legal action, 53% deception. 47% were denied freedom of movement, 24% medical treatment and 35% food or drink. 35% had wages withheld, 53% had identity documents withheld and 53% had travel documents withheld. 6% were in situations of debt bondage and 35% reported excessive working hours.
Recruitment	Labour migration (65%) was the main means through which women in our sample entered the trafficking process and 12% reported other means. All reported using a recruiter (24% missing data). More than half (53%) stated that the recruiter was a business contact.

Country overview: Nigeria

Nigeria is ranked 157 out of 189 countries on the Human Development Index. Nigeria has almost 87 million people living in extreme poverty and according to the Global Slavery Index, almost 1.4 million Nigerians live in modern-slavery worldwide. Nigeria is a source, transit, and destination country for trafficked women and girls²⁴. The Delta and Edo States are the main source regions²⁵ and Nigerian girls are trafficked to Europe, the Gulf, and African countries for domestic labour and sexual exploitation²⁶. IOM estimates that approximately 80% of girls arriving in Europe from Nigeria are potential victims of trafficking for sexual exploitation²⁷. In the last two decades, internal trafficking from rural areas to cities such as Lagos, Abeokuta, Ibadan, Kano, Kaduna, Calabar and Port Harcourt has also grown. Sexual exploitation of internally displaced women and girls is also common.

In Nigeria, gender inequalities are pervasive and affect women's access to education and economic opportunities.

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Women form the majority of the unemployed and face higher levels of poverty. In parts of Nigeria where women are traditionally excluded from inheritance rights, this may contribute to them seeking alternative sources of income. In addition, Nigerian society places a strong emphasis on family ties, and the need to support family members further accounts for migration. Women may also be compelled to migrate to enable male siblings to complete their education²⁸. These women are at risk of trafficking and debt bondage when they seek assistance to access employment, work permits, visas and

Falimata, 16, Zara 16, and Rukaya, 15, met and became friends at an IDP camp

Photo: Plan International



travel documents. Many have to rely on counterfeit documents to board planes or run the risks of unsafe journeys through the desert²⁹. They may also be subject to oaths of secrecy.

Nigeria suffers complex socio-economic and political problems including inequality, corruption, oil disputes and the Boko Haram insurgency. This seven year conflict has killed 20,000 people and displaced 2.6 million. NGOs report that children in internally displaced persons camps are victims of labour and sex

trafficking. Boko Haram is known to have abducted and forced women and children into sexual slavery, forced marriage and domestic servitude. In 2014, the group abducted 276 schoolgirls from Chibok in Borno state. In 2018, they still held 100 of the girls in addition to more than 500 children from Damasak, Borno, while many others had been forced to become suicide bombers. Sexual exploitation of girls is also perpetrated by the Islamic State-West Africa (ISIS-WA), state security, military personnel and the Civilian Joint Task Force³⁰.

Policy context

In 2003 Nigeria created a National Agency for the Prohibition of Trafficking in Persons (NAPTIP) with the purpose of fighting human trafficking through the 4P strategy – Prevention, Protection, Prosecution and Partnership. However, insufficient resources have meant that the scope of actions has remained restricted³¹.

In 2015, the government amended the 2003 Trafficking in Persons Law Enforcement and Administration Act, increasing the penalties for traffickers, and several cases were prosecuted. Gaps in cooperation between Nigeria and destination countries has meant that criminal justice responses have yielded limited results³² but recently, Nigeria has been praised for more sophisticated collaboration with foreign states. At the local level however, a number of factors continue to hinder police and government efforts^{33,34}.

The government also has structures to provide initial screening and assistance for victims through government-run services such as medical care, vocational training, education and housing. In some instances, the government refers cases to NGOs

for shelter and services such as trauma management and psychosocial support. These services are vital for survivors' protection, but they have sometimes been misused. For example, there are reports of child trafficking victims assigned to foster homes or orphanages, and women who were voluntarily engaged in sex work, being detained in shelters against their will. In addition, although NAPTIP has provided police, immigration, and social services personnel with training on how to identify trafficking victims and direct them to NAPTIP, at present, only NAPTIP can designate an individual as a victim of trafficking in Nigeria.

The Nigerian government has also invested in awareness campaigns through media, school visits and education of transportation carriers³⁵. In August 2018, it launched an app that allows members of the public to report cases of human trafficking. This may be particularly useful in places such as Benin City where 32% of young women reported having been offered assistance to travel abroad and 44% knew someone who was currently engaged in sex work out of the country³⁶.

The International Organisation for Migration data

This table documents the situation of young Nigerian trafficking survivors as reported to the IOM by 23 adolescent girls (younger than 18) and 149 young women (between 18 and 25).

Destination	The Nigerian adolescents were trafficked mainly to Morocco (48%), followed by the Russian Federation (17%), Italy (17%), Norway (9%), Spain (4%) and Gabon (4%). Among the young women, the majority were exploited in the Russian Federation (52%), followed by Morocco (14%), Denmark (9%), France (4%), Italy (3%) and Norway (3%). Six women were trafficked into other European countries – Finland, Greece, Ireland, Spain and the United Kingdom. Another two were exploited in Egypt, two in Cote d'Ivoire and one in Libya.
Exploitation	The majority of our sample reported sexual exploitation (57% of adolescent girls and 69% of young women). 13% of adolescent girls and 7% of young women experienced forced labour. 13% of adolescents and 5% of young women experienced both. No one in our sample reported forced marriage.
Duration of trafficking experience	The duration of the trafficking process was reported for 13 of the adolescent girls with an average of 276 days (min=2, max=1387) and for 113 young women with an average of 627 days (min=1, max=1391).
Economic Status	Interviewees reported their family's economic status as low. For the adolescent girls 7 were from poor families, 3 very poor and 1 standard (12 missing data). For the young women 41 were from poor families, 10 very poor and 2 standard (89 missing).
Age	22% of adolescent girls were unaccompanied minors during trafficking. Across the sample, the reported age ranges at entry into the trafficking process were 0-8 (1%), 12-14 (1%), 15-17 (5%), 18-20 (11%), 21-23 (20%) and 24-26 (2%).
Violence and Abuse	13% of adolescent girls and the same proportion of young women reported physical violence during trafficking; 9% of adolescents and 11% of young women were subjected to psychological abuse, 9% of adolescent girls and the same proportion of young women reported sexual abuse. 9% of adolescents and 9% of young women were threatened. 9% of adolescents and 16% of young women were deceived. 13% of adolescent girls and 14% of young women were denied freedom of movement. 4% of adolescent girls were given drugs and the same proportion was given alcohol. 9% of adolescent girls and 6% of young women were denied food or drink. 9% of adolescent girls and 8% of young women had wages withheld. 7% of young women had identity documents withheld and 7% had travel documents withheld. 4% of adolescent girls and 11% of young women reported debt bondage. 5% of young women reported excessive working hours.
Recruitment	26% of adolescent girls in Nigeria were recruited into the trafficking process. Of the young women 22% were recruited. For those that were recruited, 2 of the adolescent girls described their recruiter as an acquaintance, 1 as a friend and 1 as a stranger (19 missing data). For the young women, 11 described their recruiter as an acquaintance, 5 as a friend, 9 as a stranger, 1 as a business contact, 4 as a family member and 1 as a partner (118 missing data).

What does the evidence tell us?

The data collected by the International Organisation for Migration and the wider literature review show that a myriad of interacting factors is at the root of modern slavery as it affects adolescent girls and young women. Adolescent girls and young women live and grow up in different families and in social contexts marked by diverse opportunities, or lack thereof. They have diverse needs and aspirations, face discrimination on the basis of their gender, age and other factors, and navigate various risks in their lives. Labour markets in larger urban centres and across the globalised world may offer opportunities that meet their or their families' needs or aspirations³⁷. On the other side, employers – from private households to complex supply chains – seek out cheap labour to respond to their economic needs, much of it in highly feminised sectors³⁸. Labour intermediaries in low and middle-income countries often attempt to match the supply of female workers with the associated demand, sometimes at high interest rates and with abusive practices³⁹. Corrupt officials and civil servants may also facilitate or tolerate criminal activities, by helping these women and girls to obtain documents or obstructing justice⁴⁰. The power imbalance in the relationships with intermediaries, officials and employers is great and often leaves room for deception, exploitation and abuse. The business of human trafficking is profitable for many and the rights of adolescent girls and young women are systematically disregarded.

Given the complexity of these challenges, there are no easy solutions. Governments, donors and international agencies need to take an integrated and systemic approach, tackling the factors which drive women and girls to migrate and the circumstances that make them vulnerable to exploitation, whilst also improving support for women and girls who are survivors of modern slavery and holding those who deceive, exploit and abuse them to account.

The Call to Action to End Forced Labour, Modern Slavery and Human Trafficking outlines a comprehensive approach as comprising the four pillars of prevention, protection, prosecution and partnerships. We structure our insights around these four pillars, although some of our points are relevant to more than one of them.

1 PREVENTION

Human trafficking is a problem associated with “migration, poverty, discrimination and gender-based violence”⁴¹. The IOM data confirms that adolescent girls and young women from poor, but not very poor families, are the main survivors of human trafficking in our datasets. These are women who can mobilise personal or family resources to migrate in search of better economic opportunities.

Wage inequalities between countries combined with tight immigration controls in wealthier nations create the conditions for trafficking as a profitable business. Realistic and attractive local livelihood options may incentivise some adolescent girls and young women to remain in their place of origin and avoid the risks associated with low wage economic migration.

Social protection mechanisms have an important role to play in helping those who don’t want to migrate to stay. They can alleviate poverty, foster decent work and gender equality, and prevent family crisis associated with illness and death. The lack of a quality education has also been posited as an important factor for explaining how girls end up being trafficked⁴². A recent study from Nepal⁴³ found that lack of educational options is a key driver of trafficking. A similar study from Cambodia⁴⁴ found that survivors of trafficking had a lower level of education – 83% of those interviewed had only studied to primary level. Increasing access to quality education can play an important role in preventing trafficking of women and girls. However, for those who decide to go, their rights need to be protected, throughout their journeys.

The IOM data shows that labour **recruiters** play an important role in facilitating job placement and migration for women and girls. With low levels of education and literacy, women often rely on a recruiter to navigate the migration process⁴⁵. In many cases abusive practices and extortionate fees make them more vulnerable to forced labour. The extensive recruiter networks, often opaque and unregulated, and sometimes corrupt, lack accountability⁴⁶. Initiatives to raise awareness about trafficking or to promote fair recruitment seem to have had limited impact. Fostering information flows about recruiters, implementing free services to assist migrant workers, and including information about recruitment and migration in existing pre-departure training may help promote transparency and accountability in the recruitment industry. Additionally, governments can take measures to curb “misleading propaganda”⁴⁷.

The evidence in this briefing suggests that **families** play an important role in facilitating migration, especially for underage and single women. In order to protect girls, interventions must also target families and help inform their decisions. Gender-based violence is also an important topic to address, so women and girls do not have to migrate to escape psychological abuse and violence. Policies that incentivise families to keep girls in school – such as family awareness of the effects of son-preference practices⁴⁸ – can help protect them against labour exploitation. Family awareness can also help inform families about the psychological distress that adolescents and young women often experience in the aftermath of trafficking⁴⁹.

2 PROTECTION

Literature from Nepal suggests that women and girls who have been exploited face stigma and ostracisation on return, leaving them vulnerable to further exploitation⁵⁰. The girls and women in our datasets were mostly exploited in highly feminised, invisible and unregulated work. They experienced deception, violence, and among Nigerian and Ugandan interviewees, sexual exploitation. In both Nepal and Nigeria, the governments provide some services for female survivors of modern slavery, although more could be done. Victim protection was a significant gap in Uganda.

It is critical that governments scale up assistance for trafficked women and girls, to encompass housing, training and work opportunities. The health sector also has an important role, especially in relation to injuries, HIV and STIs, unwanted pregnancy and mental health. Where women and girls have been trafficked overseas, cooperation between host countries and countries of origin is needed to prepare women and girls for their return and to ensure effective follow up.

3 PROSECUTION

Holding perpetrators to account is clearly vital, but some evidence suggests that the current response is disproportionately focussed on law enforcement, and that an over emphasis on “rescue” operations in the sex industry may have detracted from more effective prevention strategies. There is a need to increase investment across all four pillars.

There is consistent indication that corruption by **officials** – defined by the World Bank as abuse of public power for private benefit – plays an important role in human trafficking⁵¹. Gateways include recruitment, procurement of documents, transport, immigration and profit laundering. Police, immigration and customs officers, officials and the private sector (e.g. transport, financial institutions) may be tolerating, facilitating or organising human trafficking⁵². Governments must prosecute those involved, monitor vulnerable sectors, and use information to prevent further cases.

Young migrant women often have limited power to negotiate their living and working conditions with their **employers**, due to dependence, language, gender and ethnic discrimination and migratory status. The ILO Employers Survey showed that many employers in Lebanon abuse and exploit workers (e.g. locking domestic workers inside their home) even when aware of the illegality of their acts. In Uganda, Labour Officers are responsible for monitoring employers, but do not exist in all areas, and tend to settle complaints through negotiation with employers, which is a barrier to justice and accountability.

4 PARTNERSHIPS

A systemic and integrated approach to tackling the exploitation of women and girls in modern slavery requires cross-sector, cross-regional and international partnerships. Policy making in migration for example has been conducted within sector silos (e.g. international development, security, immigration, trade and labour) with different and often incompatible goals⁵³. While the needs and rights of women and girls have received increased international attention over recent years, human trafficking action plans are often developed and implemented as an isolated set of actions, rarely reflecting these wider trends or actively including survivors in their formulation. We urge governments to make a concerted effort to integrate anti-trafficking policy within larger sector policies, shifting from a heavy law enforcement focus to one that encompasses social, gender, micro-economic and health and wellbeing issues and much more. Integration between anti-trafficking and anti-corruption efforts is also key, giving voice to victims and fostering law enforcement, transparency and accountability of governments, as is work across regions and nations.

RECOMMENDATIONS

Plan International UK urges countries, donors and international agencies to:

- **Endorse the Call to Action to End Forced Labour, Modern Slavery and Human Trafficking, and publish national strategies, based on a comprehensive approach which pays adequate attention to the four pillars of prevention, protection, prosecution and partnerships**
- **Involve women and girls who are survivors of modern slavery or are vulnerable to it, and the civil society organisations working with them, in the development and implementation of national strategies.**
- **Foster age- and gender- sensitive approaches which address the disproportionate impact of modern slavery on adolescent girls and young women, including by considering their aspirations, goals and motivations when offering alternative livelihood and education programs; enforcing child labour conventions and laws; and providing specialised assistance for adolescent girls and young women in cases of labour exploitation and trafficking.**
- **Invest in and build the capacity of civil society organisations to prevent and respond to the exploitation of adolescent girls and young women, and to advocate for the necessary changes in their societies and with their governments.**

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